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REPORT ON SALARIES OF NURSING DEANS

1985–1986

March 1986
Institutional Data System
American Association of
Colleges of Nursing

aacn

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REPORT

ON

SALARIES OF NURSING DEANS

IN

COLLEGES AND UNIVERSITIES

March 1986

Barbara K. Redman, RN, PhD, FAAN
Director, Institutional Data System

Barbara Pillar, RN, MSN, CS
Research Associate

AMERICAN ASSOCIATION OF COLLEGES OF NURSING
One Dupont Circle, NW, Suite 530, Washington, DC, 20036

Information Systems Consultant

Paul Jolly, PhD

The following staff contributed to the production of this report:

Jennifer van Steenbergen
Marie E. Flowers
Jody S. Krieger
Ruth Lamothe

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NURSING DEANS' SALARIES

This is the eighth annual report on nursing deans' salaries published by the Institutional Data System (IDS) of the American Association of Colleges of Nursing. The average salaries reported here represent the chief administrative officers of baccalaureate and graduate programs in AACN member schools. Of the 383 schools surveyed in fall 1985, 369 schools or 96 percent returned a completed questionnaire. Every response was not usable in its entirety; the calculation of salaries represents a total of 340 deans of collegiate programs. This number excludes data on interim deans (N=23) serving as temporary replacements.

Overview

The first section of the report presents a brief summary of key facts resulting from the survey. Section 2 outlines the methods used in the survey as well as explanations of the terminology used in the questionnaires. A discussion of the survey results appears in Section 3. Table 3 presents salary data calculated for both academic and calendar years; all other tables display salary data on a calendar year basis only.

The 1985-86 IDS Survey series consists of four reports: Faculty Salaries, Deans' Salaries, Administrative Faculty Salaries, and Enrollments and Graduations. Each of the four reports can be used independently of the others. Information regarding the series as a whole is presented in Appendix I, Background to the IDS Survey. The remaining appendices provide sample questionnaires (II), a list of participating schools (III), and a map of the membership regions (IV).

IDS provides each member school with a computer printout showing its ranking with peer group schools on selected variables as an additional service. Begun in 1980, this standard printout includes a count of baccalaureate and master's graduates for the preceding year with percentage increase or decrease, full-time faculty and percentage with doctorates, assistant professor salaries, and percentage salary gain for all faculty in the school. Schools may also request customized printouts of data they choose to examine in greater detail. At all times, however, the confidentiality of member schools is guaranteed.

Section 1. Facts In Brief

A summary of the characteristics of the survey participants is presented in order to provide background for the salary data.

Total Member Schools in Fall 1985
(N = 383)

Survey Returns	N	% of Total
Returned questionnaires	369	96.3%
Usable deans' questionnaires	340	88.8%
Interim deans' questionnaires	23	6.0%

Number of Usable Returns from Schools by Region

	1985-86		1984-85	
Region	N	% of Total	N	% of Total
South	116	34.1%	103	31.6%
Midwestern	102	30.0%	99	30.4%
North Atlantic	86	25.3%	89	27.3%
Western	36	10.6%	35	10.7%
Total	340	100.0%	326	100.0%

Number of Usable Returns from Schools
by Source of Support

Source of Support	1985-86 N	1985-86 % of Total	1984-85 N	1984-85 % of Total
Public	182	53.6%	176	54.0%
Private/secular	62	18.2%	59	18.1%
Private/religious	96	28.2%	91	27.9%
Total	340	100.0%	326	100.0%

Number of Usable Returns from Schools
by Parent Institution

Parent Institution	1985-86 N	1985-86 % of Total	1984-85 N	1984-85 % of Total
University	220	64.7%	221	67.8%
Four-year College	110	32.4%	92	28.2%
Other	10	2.9%	13	4.0%
Total	340	100.0%	326	100.0%

Section 2. Methods

The survey consists of four components: faculty salaries, deans' salaries, administrative faculty salaries, and institutional data. The institutional data not only provide information on enrollments and graduations, but also provide the information for classifying schools into categories of region, type and size of programs, type of institution, and source of financial support. These are the categories that structure the tables presented in Section 3.

Survey Techniques

The first mailing of survey forms went out to member schools in mid-August 1985. By the end of September, approximately 45 percent of the returns were in and reminder letters were sent to over 200 schools. Follow-up phone calls were made throughout October and November until data collection was terminated on November 26.

The editing and coding of the survey questionnaires overlapped data collection. Additional phone calls were made to respondent schools to verify survey items and to correct omissions in the returned questionnaires. Of the 369 respondents, 23 indicated that the deanship was vacant at the time of data collection (fall 1985). Because the interim deans were generally faculty members acting as temporary replacements, their salaries were not reflective of the position. Data on salary and characteristics of acting deans were therefore excluded from the calculations reported here. In 1985-86, interim deans accounted for 6 percent, an increase over the 4.9 percent (N=17) reported in 1984-85.

Following initial analysis of the data which identified salary and enrollment changes from the previous year, a third series of phone calls was made to verify major changes. Analysis was concluded by mid-January and the first report in the 1985-86 series, on faculty salaries, was completed.

Data Processing

Where there are a sufficient number of deans in a group, data are presented for the 10th, 25th, 50th, 75th, and 90th percentile salaries. These percentile salaries are those below which 10, 25, 50, 75 and 90 percent of salaries fall, respectively. By this definition, the 50th percentile is the median salary. Percentile salaries have been rounded to the nearest hundred.

The number of individuals in each group is also shown with the percentile statistics. Where the number is small, it is not meaningful to calculate all of the percentile values. Therefore,

the 10th and 90th percentiles have not been calculated where the number is less than eleven, the 25th and 75th percentiles have not been calculated where the number is less than five, and the 50th percentile has not been reported when the number is less than three.

As part of processing the data for Table 3, all salary figures were converted to a calendar year basis. To do this, salary data based on an academic year were multiplied by eleven-ninths (11/9) converting them to calendar year data.

Terminology

As can be seen in Appendix II, all four survey forms provide instructions for their completion. In general, the more common terms are defined by common usage in the academic community. To ensure uniformity however, some terms were defined specifically:

- school represents the nursing unit in higher education institutions that offer baccalaureate, master's, or doctoral programs in nursing;
- dean refers to the chief administrative officer of the nursing unit, whether the local title is dean, director, chairman, head, or another term;
- academic health center is any institution that includes a school of medicine, a teaching hospital, and at least one additional health educational program, specifically nursing;
- salary basis is determined by the number of months for receiving salary; the academic year is 9 or 10 months and the calendar year is 11 or 12 months.

Section 3. Results and Discussion

The following tables present salary data for deans of nursing in the 1985-86 survey. Tables 1 through 13 report salary data by various characteristics of the deans' position and institution. Tables 14 through 18 provide descriptive data on the survey respondents.

Table 1 compares data on deans' salary for the previous seven years of the IDS survey. For the median salary (50th percentile) there was an increase of 3.5 percent over 1984-85. Table 2 compares schools that participated in both the 1984-85 and 1985-86 surveys with the same dean continuing in office. The median salary for this group shows an increase of 6.7 percent over the previous year. This group provides a more stable index of salary change than the survey respondents as a whole.

Table 3 illustrates that the larger number of deans (86.8 percent) is employed on a calendar year basis, while Tables 4, 5, and 6 provide information on deans' salaries by region, institutional control, and type of parent institution. In Table 6, the "other" category represents nursing programs in specialized institutions, such as freestanding medical colleges, consortia, or other "one of a kind" programs.

Tables 7, 8, and 9 summarize salary data by academic health center, type of program, and size of the faculty. Table 10 reports salary by highest degree. A total of 307 deans or 90.3 percent held an earned doctorate, a slight increase over the 89.2 percent of 1984-85. The largest number of deans with doctoral degrees have doctorates in philosophy. The majority of these doctoral degrees are in education (N=65) and the second largest group in nursing (N=29). The number of deans whose highest educational credential is a master's degree continues to decrease. This year it was 7.4 percent as compared to 10.1 percent in 1984-85.

Salaries of nursing deans by title are shown in Table 11 which indicates the majority of chief administrators hold the title of dean. Examples of "other" titles are head and coordinator.

Tables 12 and 13 report salary data by rank and tenure. It should be noted that some of the deans who reported not having tenure are employed in institutions without a tenure system.

Tables 14 through 19 provide descriptive data on survey respondents that are not related to salary.

Table 1

Salaries of All Nursing Deans: Percentile Data

	N	10th	25th	50th	75th	90th
1985-86	340	35,700	41,200	49,600	60,400	70,900
1984-85	328	34,600	40,000	47,900	57,900	68,300
1983-84	292	33,500	37,900	45,800	55,000	62,500
1982-83	272	32,100	37,000	44,700	53,000	60,600
1981-82	240	30,100	36,000	42,800	50,500	57,300
1980-81	208	29,200	34,600	40,400	46,900	52,900
1979-80	184	26,300	31,600	38,400	44,500	50,500
1978-79	171	24,500	28,000	35,700	41,600	46,400

Table 2

Salaries for Nursing Deans Continuing in Office

	N	10th	25th	50th	75th	90th
1985-86	266	37,800	43,700	52,500	64,000	72,900
1984-85	266	35,400	40,500	49,000	59,000	68,800

Table 3

Comparison of Salaries for Nursing Deans on Academic and Calendar Year Basis

	N	10th	25th	50th	75th	90th
Academic Year Basis (Converted to Calendar Year Basis)	45	34,800	39,000	44,900	52,700	58,700
Calendar Year Basis	295	35,800	42,200	50,300	62,700	72,000

Table 4

Salaries of Nursing Deans by Region

Region	N	10th	25th	50th	75th	90th
North Atlantic	86	35,800	40,000	49,500	59,100	69,700
Midwest	102	35,000	40,000	48,200	55,300	70,500
South	116	35,000	42,900	50,000	63,200	73,000
West	36	37,200	42,600	51,500	64,600	77,800

Table 5

Salaries of Nursing Deans by Institutional Control

Control	N	10th	25th	50th	75th	90th
Public	182	41,300	45,900	54,800	65,500	72,900
Private/secular	62	35,500	42,200	48,500	61,600	77,900
Private/religious	96	31,100	35,800	40,300	49,600	58,700

Table 6

Salaries of Nursing Deans
by Parent Institution

Parent Institution	N	10th	25th	50th	75th	90th
University	220	40,600	46,500	56,000	66,100	75,000
Four-year College	110	30,200	35,800	40,000	45,900	51,100
Other	10	--	47,400	54,500	59,600	--

Table 7

Salaries of Nursing Deans in Academic Health Centers

Institution Type	N	10th	25th	50th	75th	90th
Academic Health Centers						
Same Campus	66	53,000	59,500	69,500	77,000	85,100
Separate Campus	8	--	50,600	62,700	67,900	--
Separate City	2	--	--	--	--	--
Other Universities and Colleges	264	35,000	40,000	45,900	54,500	62,100

Table 8

Salaries of Nursing Deans by Type of Program

Program Type	N	10th	25th	50th	75th	90th
Baccalaureate Only	183	34,200	38,500	45,000	50,500	57,800
Masters Only	4	--	--	71,000	--	--
Baccalaureate, Master's	120	40,000	45,700	56,900	65,200	71,000
Master's, Doctoral	1	--	--	--	--	--
Baccalaureate, Master's, Doctoral	32	55,300	67,100	72,900	82,300	91,600

Table 9

Salaries of Nursing Deans by Faculty Size

Number of Faculty	N	10th	25th	50th	75th	90th
0-10	107	34,100	37,300	42,800	48,000	55,000
11-20	97	34,100	41,000	46,900	53,000	59,600
21-30	43	42,200	46,600	55,000	65,000	71,000
31-40	34	34,300	52,100	58,300	63,700	70,000
41-60	44	53,300	60,400	67,800	73,000	80,000
More than 60	15	55,900	69,500	75,000	83,900	95,100

Table 10

Salaries of Nursing Deans by Type of Highest Degree

Highest Degree	N	10th	25th	50th	75th	90th
DNS or DNSc	21	28,900	40,100	47,000	59,200	72,500
EdD	106	36,000	42,200	49,300	62,700	71,200
PhD	170	37,900	43,600	52,700	62,500	72,800
DPH or DrPH	6	--	40,900	47,100	65,700	--
Other Doctorate	4	--	--	49,700	--	--
Nursing Master's	26	25,700	31,900	43,100	45,600	52,600
Other Master's	7	--	35,000	39,400	63,000	--

Table 11

Salaries of Nursing Deans by Title

Title	N	10th	25th	50th	75th	90th
Dean	189	41,500	49,300	58,100	68,000	77,000
Director	40	31,500	39,200	45,100	48,400	53,600
Chair	99	31,700	36,700	40,700	45,700	52,800
Other	12	43,800	45,200	48,400	57,200	59,700

Table 12

Salaries of Nursing Deans by Rank

Academic Rank	N	10th	25th	50th	75th	90th
Professor	218	40,500	46,200	56,200	66,800	75,100
AssocProf	98	32,500	37,300	42,100	47,800	51,700
AssistProf	13	27,100	29,700	36,700	43,900	46,800
No Rank	11	37,900	42,500	47,000	49,000	58,100

Table 13

Salaries of Nursing Deans and Tenure

Tenure Status	N	10th	25th	50th	75th	90th
With Academic Tenure	233	36,300	44,900	54,400	65,400	72,900
Without Academic Tenure	107	35,000	38,100	43,000	48,800	55,500

Table 14

Length of Administrative Term of Nursing Deans

Length of Term	N
No fixed term	256
2 years	6
3 years	43
4 years	8
5 years	25
6 or more years	2

Table 15

Number of Nursing Deans Elected by Faculty

Region	Elected	Not Elected
North Atlantic	17	69
Midwest	16	86
South	7	109
West	5	31

Table 16

Formal Review of Nursing Deans' Performance

Type of Review	N
Internal Review	173
Internal and External Review	22
No Review	145

Table 17

Schools with Membership on State Boards of Nursing

Representative	N
Dean	26
Faculty	34
None	280

Table 18

Time in Current Position		Years of Experience As Dean	
Number of Years	N	Number of Years	N
0	28	0	20
1	42	1	38
2	25	2	19
3	36	3	30
4	49	4	35
5	47	5	45
6	20	6	22
7	18	7	22
8	8	8	9
9	17	9	16
10	11	10	7
11	12	11	15
12	8	12	10
13	4	13	7
14	3	14	6
15	4	15	5
16	2	16	6
17	4	17	9
18	1	18	3
19	0	19	3
20	1	20	3
		21	2
Mean=5.1 years		22	3
		23	2
		25	1
		28	1
		30	1
		Mean=6.8 years	

Appendix I

Background to the IDS Survey

Appendix I

Background to the IDS Survey

What was tentatively titled a Data Bank was officially launched by AACN late in 1978. The purpose of the project was to develop a database to support policy research and decision making for the organization. Early on, priority was placed on the development and refinement of the salary survey. Since 1979 the report series has consisted of three components: salaries of full-time nursing faculty, salaries of nursing deans, and salaries of faculty in administrative positions. The third report, on salaries of administrative faculty, was routine until 1984 when it was placed on an alternating year schedule. This third report is available in the 1985-86 series.

In 1982, requests from AACN members led to the production of a report on enrollments and graduations that would accompany the salary reports. The following year, concern over a possible shift in enrollment resulted in an analysis of institutional data for four years in order to identify trends. This four-year analysis plan has been continued as the standard format.

A brief summary of the content of the four reports in the 1985-86 series is presented:

Salaries of Nursing Faculty. The report on faculty salaries summarizes the data in a section called Facts in Brief, followed by an explanation of the survey methods and a discussion of the data. Each table shows four faculty ranks; doctoral preparation; and three types of institutional status: public, private/secular, and private/religious. Tables presenting the mean and median salaries are calculated by academic and calendar year. Data are presented by region and by status as a university, four-year college, and/or academic health center. One set of tables is formatted by school size, and a separate table is produced for doctoral programs. Sample questionnaires and a list of participants are included.

Salaries of Nursing Deans. The report on nursing deans and their mean salaries is presented on both academic and calendar year bases. Comparisons of average salaries are made by institutional control and type, academic health centers, deans continuing in office, type of program, faculty size, type of doctorate, title, rank, tenure, length of term, and years of experience. Sample questionnaires and participating schools are given.

Salaries of Administrative Faculty. This report, last published in 1984, summarizes data received on faculty members other than deans who have administrative functions in the school. Salaries are reported by academic and calendar year bases and region, as well as by institutional control, size of faculty, and title of position. Sample questionnaires and a list of participating member schools are included.

Enrollments and Graduations. This report compares data from the most recent four years' surveys on enrollment and graduations. Student categories are generic, RN, master's, and doctoral. Respondent schools are also compared by region, institutional type, and full- or part-time status of students. Participating members and sample questionnaires are included.

Appendix II

Sample Survey Forms

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1985–86 AACN SURVEY
INSTITUTIONAL DATA

Name of School _____

Address of School _____

1. Your institution is: (please check one)
   Public _____ Private (secular) _____ Private (religious) _____
2. Your school of nursing is part of an academic health center: (See definition on reverse. Please check one.)
   yes, same campus _____ yes, separate campus _____ yes, separate city _____ no _____
3. Your school of nursing is part of: (please check one)
   A university _____ A four-year college _____
   Other _____ (Specify) _____
4. The salary basis for nursing faculty is: (please check one)
   Academic year _____ Calendar year _____ Mixed _____ (See instructions on reverse)
5. Number of nursing faculty: Full-time [ ][ ][ ] Part-time [ ][ ][ ] (See instructions on reverse)
6. Categories of students:
   baccalaureate
   generic _____
   RN _____
   masters _____
   doctoral _____
   assoc. degree _____ If you have an associate degree program, see instructions on reverse.
7. Availability of **special programs** for college graduates from other fields who are not registered nurses. (Check whatever applies.)
   _____ Leading to a baccalaureate in nursing
   _____ Leading to a master's in nursing.
   _____ No such programs are available. (See instructions on reverse.)

   Questions 8 and 9 relate to **generic programs only**
8. In your school, when does a generic student become a nursing student? (Please check one. Do not include prenursing students.) Freshman year _____ Sophomore year _____ Junior year _____
9. When is the **first course** taught by **nursing faculty?**
   Non-clinical: Freshman year _____ Sophomore year _____ Junior year _____
   Clinical: Freshman year _____ Sophomore year _____ Junior year _____
10. Enrollment and graduation data:
    Please leave no blanks. Fill unneeded blocks on the left with zeros.

    Count only nursing students in the spaces below.

	Fall 1985 Full-time Students	Fall 1985 Part-time Students	1984-85 Graduations During 1984-85 Academic Year
Baccalaureate: Generic			
Baccalaureate: R.N.			
Graduate: Masters			
Graduate: Doctoral			

Signature of Dean or Director _____

Please add complete phone number here _____

INSTRUCTIONS FOR INSTITUTIONAL DATA

2. Academic Health Center: As defined by the Association of Academic Health Centers (AAHC), an academic health center is "an institution that includes a school of medicine, a teaching hospital, and at least one additional health educational program" - in our case nursing. Each health school generally maintains separate identity and autonomy.

4. Salary Basis: If some faculty are paid on an academic year basis while others are paid for the calendar year, e.g., assistant deans, please check "mixed." It will not be necessary for you to do conversions as AACN's system does this automatically. An academic year begins with the opening of the fall term and ends with Commencement. A calendar year salary implies an 11 month commitment with a month of paid vacation.

5. Faculty: Full-time: Include all nurses with regular faculty appointments in your school even though their salaries may be paid from a number of funds.

   Part-time: Include all nurses who hold a faculty appointment and receive some compensation from the school of nursing but are not considered full-time faculty. Do not include adjunct faculty unless they receive some compensation as above. Please give the number of individuals - not FTE.

6. Associate Degree Programs: This survey is intended to collect data on programs at the level of the baccalaureate degree and higher degrees. If you also have an associate degree program, please do not include the associate degree students when answering the enrollment questions. Do not include faculty who teach only in the associate degree program. Faculty who teach in both programs should be counted as part-time in question 5.

7. This question applies only to schools which offer a modified and/or accelerated program for this type of student. Such students should be included in enrollment and graduations in question 10.

10. Full-time or Part-time Students: Please use your own institution's definition of these for both baccalaureate and graduate students.

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1985–86 AACN FACULTY SALARY SURVEY

School Name _____

Page_____ of _____ pages

This left hand section is optional, for school use only. Separate and discard, before returning to AACN, to insure confidentiality.

List All Full-time Nursing Faculty

NAMES	DEGREE LEVEL (Circle only one number)		FACULTY RANK (Circle only one number)					SALARY BASIS (Circle only one number)		SALARY	Line Number
	Doctoral	Non-doctoral	Professor	Associate Professor	Assistant Professor	Instructor	Other	Academic Year	Calendar Year		
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	01
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	02
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	03
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	04
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	05
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	06
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	07
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	08
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	09
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	10
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	11
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	12
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	13
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	14
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	15
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	16
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	17
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	18
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	19
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	20
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	21
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	22
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	23
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	24
	1	2	1	2	3	4	5	1	2	___ ___, ___ ___ ___	25

INSTRUCTIONS ON REVERSE SIDE

GENERAL INSTRUCTIONS FOR FACULTY SALARY SURVEY

1. DESIGN OF FORM: This form, consisting of two sections, is provided as a convenience to the school while completing the questionnaire. The names section on the left should be separated and discarded before returning the right section to AACN; AACN has no wish to know the names of faculty in association with salaries. All that the respondent will need to complete the form is a list of full-time nurse faculty with degree, rank, salary basis and salary. Do not include full-time non-nurse faculty members who are carried on your budget.

2. PURPOSE: This form is for the collection of salaries and related data on all full-time nursing faculty except the dean. Salaries for acting deans should be included. See separate questionnaire for the Dean/Director.

3. DEGREE LEVEL: Circle only one number for each faculty member.

4. FACULTY RANK: Circle only one number for each faculty member. Individuals not having a faculty appointment should not be included on the report at all. If a school uses non-standard faculty ranks internally, please assign individuals to the nearest (of the four standard ranks) on this form if there is a reasonably close equivalent. Use "Other" only for those faculty (e.g., lecturer, research associate, assistant instructor) who have faculty status but do not fit one of the four standard ranks, e.g., an assistant instructor does not receive the same salary as an instructor. In the case of "Others", please add a check or asterisk after the line number on the far right of the sheet. Then identify their actual titles by line number at the bottom of the page.

5. SALARY BASIS: Circle only one number for each faculty member. Use academic year for faculty paid on a 9 month or 10 month basis; use calendar year for faculty paid on an 11 month or 12 month basis.

6. SALARY: Enter exact salary to nearest whole dollar. Use current fiscal year compensation figures (fall of 1985). When a full-time nursing faculty member's salary is derived partly from another school or administrative unit within the total institution, please combine all compensation and report only one total. The salary reported should reflect the total amount before any deductions are made (for tax sheltered annuities, contributions to retirement funds, life or health insurance, etc.).

7. PAGES: Each sheet is designed for listing 25 faculty. Please number additional pages consecutively.

American Association of Colleges of Nursing
One Dupont Circle • Suite 530 • Washington, D.C. 20036 • (202) 463-6930

1985–86 AACN SURVEY
DEAN/DIRECTOR: SALARY AND RELATED INFORMATION

Name of school _____

Address of school _____

1. TITLE (check one)

   Dean_____ Director_____ Chair_____ Acting Dean_____ Other_____(specify)
   (an acting dean need not complete the remainder of the questionnaire, but please return the form with item 1 completed.)

2. RANK: (check one) Prof. _____ Assoc. Prof. _____ Asst. Prof. _____ No Rank _____

3. TENURE (academic) yes _____ no _____

4. TERM (administrative) Is it a policy of your institution for deans to be appointed for a specific term of more than one year?
   Terms generally are renewable. (check one)
   No fixed term_____ 2 yr_____ 3 yr_____ 4 yr_____ 5 yr_____ 6 or more yr_____

5. Does institutional policy call for a **formal** review of a dean's performance at the conclusion of a specific term, e.g., 5 years? (check one)

   Yes, internal within the institution _____

   Yes, internal and external _____

   No _____

6. ELECTION: Is it the policy of your institution for deans to be elected by the faculty? yes_____ no_____

7. SALARY [ ][ ][ ][ ][ ] (current fiscal year salary rounded to nearest dollar). The salary reported should reflect the total amount before deductions are made for tax-sheltered annuities, the dean's own contribution to retirement funds, life insurance, etc.

8. SALARY BASIS: (check one) Academic year _____ Calendar year _____

9. TIME IN DEANSHIP: Present school [ ][ ] years. Other school(s) [ ][ ] years.

10. Service on the State Board of Nursing (check one)

    Dean/Director presently is a member _____

    A faculty person is a member _____

    No member from the school _____

11. HIGHEST DEGREE (check only the highest earned degree)
    Doctorate
    D.N.S. or D.N.Sc. _____ Ed.D. _____ Ph.D. _____ (specify field) _____
    D.P.H. or DR.P.H. _____ other _____ (specify field) _____
    Masters
    Nursing _____ other _____ (specify field) _____

12. OTHER ADMINISTRATIVE TITLES:

    Do you hold another administrative title in addition to dean/director/chairperson of the school of nursing (the title checked in question 1)? (check one) yes _____ no _____

    If yes, please specify the title(s) _____

13. Did your institution grant an honorary degree to a nurse during the 1984-85 academic year? (check one) yes _____ no _____

    If yes, please supply name of honoree _____

Signature of Dean or Director _____

American Association of Colleges of Nursing

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1985–86 AACN ADMINISTRATIVE SALARY SURVEY

Completion of the Administrative Salary Survey is optional. If it is completed, it should include all full-time nursing faculty with major administrative responsibility. Do not include administrators who hold no academic rank. Whether it is completed or not, nursing faculty with administrative responsibility should be included on the Faculty Salary Survey forms.

List below the administrative titles (not the names) of faculty who carry major administrative responsibility.	DEGREE LEVEL (Circle only one number)		FACULTY RANK (Circle only one number)					SALARY BASIS (Circle only one number)		SALARY	Line Number
	Doctoral	Non-doctoral	Professor	Associate Professor	Assistant Professor	Instructor	Other	Academic Year	Calendar Year		
	1	2	1	2	3	4	5	1	2	___,___ ___ ___	01
	1	2	1	2	3	4	5	1	2	___,___ ___ ___	02
	1	2	1	2	3	4	5	1	2	___,___ ___ ___	03
	1	2	1	2	3	4	5	1	2	___,___ ___ ___	04
	1	2	1	2	3	4	5	1	2	___,___ ___ ___	05
	1	2	1	2	3	4	5	1	2	___,___ ___ ___	06
	1	2	1	2	3	4	5	1	2	___,___ ___ ___	07
	1	2	1	2	3	4	5	1	2	___,___ ___ ___	08
	1	2	1	2	3	4	5	1	2	___,___ ___ ___	09
	1	2	1	2	3	4	5	1	2	___,___ ___ ___	10
	1	2	1	2	3	4	5	1	2	___,___ ___ ___	11
	1	2	1	2	3	4	5	1	2	___,___ ___ ___	12
	1	2	1	2	3	4	5	1	2	___,___ ___ ___	13
	1	2	1	2	3	4	5	1	2	___,___ ___ ___	14
	1	2	1	2	3	4	5	1	2	___,___ ___ ___	15
	1	2	1	2	3	4	5	1	2	___,___ ___ ___	16
	1	2	1	2	3	4	5	1	2	___,___ ___ ___	17
	1	2	1	2	3	4	5	1	2	___,___ ___ ___	18
	1	2	1	2	3	4	5	1	2	___,___ ___ ___	19
	1	2	1	2	3	4	5	1	2	___,___ ___ ___	20
Notes or questions: Please refer to line number.											

Appendix III

Participating Schools

Report on Salaries of Nursing Deans
Participating Schools

NORTH ATLANTIC STATES

Public

Bloomsburg University
Bloomsburg, Pennsylvania
City College of CUNY
New York, New York
Herbert H. Lehman College of CUNY
Bronx, New York
Hunter College of CUNY-Bellevue
New York, New York
Indiana University of Pennsylvania
Indiana, Pennsylvania
Jersey City State College
Jersey City, New Jersey
Kean College of New Jersey
Union, New Jersey
Pennsylvania State University
University Park, Pennsylvania
Rhode Island College
Providence, Rhode Island
Rutgers, The State University
Newark, New Jersey
SUNY/Binghamton
Binghamton, New York
SUNY/Buffalo
Buffalo, New York
* SUNY/College at Brockport
Brockport, New York
SUNY/College of Arts & Sci.
Plattsburgh, New York
SUNY/College of Technology
Utica, New York
* SUNY/Downstate Medical Center
Brooklyn, New York
SUNY/Stony Brook
Stony Brook, New York
* SUNY/Upstate Medical Center
Syracuse, New York
Temple University
Philadelphia, Pennsylvania
Thomas A. Edison State College
Trenton, New Jersey
Trenton State College
Trenton, New Jersey
University of Connecticut
Storrs, Connecticut
University of Delaware
Newark, Delaware
University of Lowell
Lowell, Massachusetts
University of Massachusetts
Amherst, Massachusetts
University of Massachusetts-Boston
Boston, Massachusetts
University of New Hampshire
Durham, New Hampshire
University of Rhode Island
Kingston, Rhode Island
University of Southern Maine
Portland, Maine
University of Vermont
Burlington, Vermont
Worcester State College
Worcester, Massachusetts

Private (Secular)

* Adelphi University
Garden City, New York
Alfred University
Alfred, New York

Private (Secular)

Boston University
Boston, Massachusetts
Colby-Sawyer College
New London, New Hampshire
College of Mount St. Vincent
Riverdale, New York
College of New Rochelle
New Rochelle, New York
Columbia Univ., Teachers College
New York, New York
Columbia University
New York, New York
Curry College
Milton, Massachusetts
D'Youville College
Buffalo, New York
Daemen College
Amherst, New York
Hartwick College
Oneonta, New York
Howard University
Washington, D.C.
Husson Coll/Eastern Maine Med Ctr
Bangor, Maine
Long Island University-Brooklyn
Brooklyn, New York
Long Island University-Greenvale
Greenvale, New York
MGH Inst. of Health Professions
Boston, Massachusetts
Mercy College
Dobbs Ferry, New York
Monmouth College
West Long Branch, New Jersey
Nazareth College of Rochester
Rochester, New York
New York University
New York, New York
Northeastern University
Boston, Massachusetts
Pace University
Pleasantville, New York
Quinnipiac College
Hamden, Connecticut
* Russell Sage College
Troy, New York
Simmons College
Boston, Massachusetts
* Syracuse University
Syracuse, New York
Thomas Jefferson University
Philadelphia, Pennsylvania
Univ. of the State of New York
Albany, New York
University of Hartford
West Hartford, Connecticut
University of Pennsylvania
Philadelphia, Pennsylvania
University of Pittsburgh
Pittsburgh, Pennsylvania
University of Rochester
Rochester, New York
Widener University
Chester, Pennsylvania
Wilkes College
Wilkes Barre, Pennsylvania
Yale University
New Haven, Connecticut
York College of Pennsylvania
York, Pennsylvania

*Acting/Interim Dean

NORTH ATLANTIC STATES

Private (Religious)

Allentown Coll St. Francis
Center Valley, Pennsylvania
Atlantic Union College
South Lancaster, Massachusetts
College Misericordia
Dallas, Pennsylvania
Dominican College of Blauvelt
Orangeburg, New York
Duquesne University
Pittsburgh, Pennsylvania
Fairfield University
Fairfield, Connecticut
Felician College
Lodi, New Jersey
Georgetown University
Washington, D.C.
Holy Family College
Philadelphia, Pennsylvania
La Roche College
Pittsburgh, Pennsylvania
Lycoming College
Williamsport, Pennsylvania
Messiah College
Grantham, Pennsylvania
Molloy College
Rockville Centre, New York
Neumann College
Aston, Pennsylvania
* Niagara University
Niagara University, New York
Sacred Heart University
Bridgeport, Connecticut
Saint Peter's College
Jersey City, New Jersey
* Seton Hall University
South Orange, New Jersey
St. Anselm College
Manchester, New Hampshire
St. Francis College
Loretto, Pennsylvania
The Catholic University of America
Washington, D. C.
Thiel College
Greenville, Pennsylvania
University of Scranton
Scranton, Pennsylvania
Villa Maria College
Erie, Pennsylvania
Villanova University
Villanova, Pennsylvania
Waynesburg College
Waynesburg, Pennsylvania

MIDWESTERN STATES

Public

Ball State University
Muncie, Indiana
Chicago State University
Chicago, Illinois
Cleveland State University
Cleveland, Ohio
Eastern Michigan University
Ypsilanti, Michigan
* Ferris State College
Big Rapids, Michigan
Fort Hays State University
Hays, Kansas
Governors State University
University Park, Illinois
Grand Valley State College
Allendale, Michigan
Indiana State University
Terre Haute, Indiana
Indiana University
Indianapolis, Indiana
Kent State University
Kent, Ohic
Medical College of Ohio
Toledo, Ohio
Metropolitan State University
St. Paul, Minnesota
Michigan State University
East Lansing, Michigan
Northeast Missouri State Univ.
Kirksville, Missouri
Northern Illinois University
DeKalb, Illinois
Northern Michigan University
Marquette, Michigan
Oakland University
Rochester, Michigan
* Ohio State University
Columbus, Ohio
Ohio University
Athens, Ohio
Purdue University
West Lafayette, Indiana
Saginaw Valley State College
University Center, Michigan
South Dakota State University
Brookings, South Dakota
Southern Illinois University
Edwardsville, Illinois
Univ. Minnesota/Sch. Public Health
Minneapolis, Minnesota
University of Akron
Akron, Ohio
University of Cincinnati
Cincinnati, Ohio
University of Iowa
Iowa City, Iowa
University of Kansas
Kansas City, Kansas
University of Michigan
Ann Arbor, Michigan
University of Minnesota
Minneapolis, Minnesota
University of Missouri
Columbia, Missouri
University of Missouri
Kansas City, Missouri
University of Missouri
St. Louis, Missouri
University of Nebraska
Omaha, Nebraska
University of North Dakota
Grand Forks, North Dakota
University of Wisconsin
Eau Claire, Wisconsin
University of Wisconsin
Madison, Wisconsin
University of Wisconsin
Milwaukee, Wisconsin
University of Wisconsin
Oshkosh, Wisconsin
Washburn University of Topeka
Topeka, Kansas
Wayne State University
Detroit, Michigan
Wichita State University
Wichita, Kansas
Wright State University
Dayton, Ohio
Youngstown State University
Youngstown, Ohio

MIDWESTERN STATES

Private (Secular)

Aurora University
Aurora, Illinois
Barat College
North Chicago, Illinois
Bellin College of Nursing
Green Bay, Wisconsin
Bishop Clarkson
Omaha, Nebraska
Bradley University
Peoria, Illinois
Case Western Reserve University
Cleveland, Ohio
Columbia College of Nursing
Milwaukee, Wisconsin
Concordia Coll.-W. Suburban Coll.
Oak Park, Illinois
Deaconess College of Nursing
Warrensburg, Missouri
Franklin University
Columbus, Ohio
George Williams College
Downers Grove, Illinois
Northwestern University
Chicago, Illinois
Ohio Wesleyan University
Delaware, Ohio
Rush University
Chicago, Illinois
Union College
Lincoln, Nebraska

Private (Religious)

Alverno College
Milwaukee, Wisconsin
Ashland College
Ashland, Ohio
Augustana College
Sioux Falls, South Dakota
Avila College
Kansas City, Missouri
Bethel College
St. Paul, Minnesota
Capital University
Columbus, Ohio
Cedarville College
Cedarville, Ohio
College of Mount St. Joseph
Mount St. Joseph, Ohio
College of St. Scholastica
Duluth, Minnesota
Creighton University
Omaha, Nebraska
DePaul University
Chicago, Illinois
DePauw University
Greencastle, Indiana
Edgewood College
Madison, Wisconsin
Elmhurst College
Elmhurst, Illinois
Goshen College
Goshen, Indiana
Graceland College
Lamoni, Iowa
* Grand View College
Des Moines, Iowa
Hope/Calvin Colleges
Holland, Michigan
Illinois Wesleyan University
Bloomington, Illinois
Indiana Central University
Indianapolis, Indiana
Lewis University
Romeoville, Illinois
Loyola University
Chicago, Illinois
Luther College
Decorah, Iowa
Madonna College
Livonia, Michigan
Marion College
Marion, Indiana
Marquette University
Milwaukee, Wisconsin
Marycrest College
Davenport, Iowa
Marymount College of Kansas
Salina, Kansas
Mennonite College of Nursing
Bloomington, Illinois
Mercy College of Detroit
Detroit, Michigan
Millikin University
Decatur, Illinois
Nazareth College
Nazareth, Michigan
North Park College
Chicago, Illinois
Otterbein College
Westerville, Ohio
Saint Olaf College
Northfield, Minnesota
St. Louis University
St. Louis, Missouri
St. Mary of the Plains College
Wichita, Kansas
St. Mary's College
Notre Dame, Indiana
St. Xavier College
Chicago, Illinois
The College of St. Catherine
St. Paul, Minnesota
Trinity Christian College
Palos Heights, Illinois
University of Evansville
Evansville, Indiana
Ursuline College
Pepper Pike, Ohio
Valparaiso University
Valparaiso, Indiana
William Jewell College
Liberty, Missouri

SOUTHERN STATES

Public

Alcorn State University
Natchez, Mississippi
Arkansas State University
State University, Arkansas
Armstrong State College
Savannah, Georgia
Auburn University
Auburn University, Alabama
Auburn University at Montgomery
Montgomery, Alabama
Bowie State College
Bowie, Maryland
Central State University
Edmond, Oklahoma
Clemson University
Clemson, South Carolina

SOUTHERN STATES

Public

Columbus College
Columbus, Georgia
Coppin State College
Baltimore, Maryland
Corpus Christi State University
Corpus Christi, Texas
Delta State University
Cleveland, Mississippi
East Carolina University
Greenville, North Carolina
* East Tennessee State University
Johnson City, Tennessee
Eastern Kentucky University
Richmond, Kentucky
Florida A & M University
Tallahassee, Florida
Florida Atlantic University
Boca Raton, Florida
Florida International University
North Miami, Florida
Florida State University
Tallahassee, Florida
George Mason University
Fairfax, Virginia
Georgia College
Milledgeville, Georgia
Georgia Southern College
Statesboro, Georgia
Georgia State University
Atlanta, Georgia
Jacksonville State University
Jacksonville, Alabama
James Madison University
Harrisonburg, Virginia
Louisiana State University
New Orleans, Louisiana
Medical College of Georgia
Augusta, Georgia
* Medical Univ. of South Carolina
Charleston, South Carolina
Memphis State University
Memphis, Tennessee
Mississippi University for Women
Columbus, Mississippi
* Murray State University
Murray, Kentucky
Nicholls State University
Thibodaux, Louisiana
Norfolk State University
Norfolk, Virginia
North Carolina A&T University
Greensboro, North Carolina
North Carolina Central University
Durham, North Carolina
Northeast Louisiana University
Monroe, Louisiana
Northern Kentucky University
Highland Heights, Kentucky
Northwestern Oklahoma State Univ.
Alva, Oklahoma
Northwestern State University
Shreveport, Louisiana
Prairie View A & M University
Houston, Texas
Radford College
Radford, Virginia
Southeastern Louisiana University
Hammond, Louisiana
* Southern University-Baton Rouge
Baton Rouge, Louisiana
Southwestern Oklahoma State Univ.
Weatherford, Oklahoma
Tennessee State University
Nashville, Tennessee
Tennessee Tech. University
Cookeville, Tennessee
Texas Tech University
Lubbock, Texas
Texas Woman's University
Denton, Texas
Towson State University
Baltimore, Maryland
Troy State University
Troy, Alabama
Univ. of Arkansas Coll. of Nursing
Little Rock, Arkansas
Univ. of Arkansas at Pine Bluff
Pine Bluff, Arkansas
Univ. of North Carolina-Wilmington
Wilmington, North Carolina
Univ. of Southwestern Louisiana
Lafayette, Louisiana
Univ. of Tennessee-Chattanooga
Chattanooga, Tennessee
University of Alabama
Birmingham, Alabama
University of Alabama
Huntsville, Alabama
University of Alabama-Tuscaloosa
University, Alabama
University of Central Arkansas
Conway, Arkansas
University of Florida
Gainesville, Florida
University of Kentucky
Lexington, Kentucky
University of Louisville
Louisville, Kentucky
University of Maryland
Baltimore, Maryland
University of Mississippi
Jackson, Mississippi
University of North Alabama
Florence, Alabama
University of North Carolina
Chapel Hill, North Carolina
University of North Carolina
Charlotte, North Carolina
University of North Carolina
Greensboro, North Carolina
University of North Florida
Jacksonville, Florida
University of Oklahoma
Oklahoma City, Oklahoma
University of Puerto Rico
San Juan, Puerto Rico
University of South Carolina
Spartanburg, South Carolina
University of South Carolina
Columbia, South Carolina
University of South Florida
Tampa, Florida
University of Southern Mississippi
Hattiesburg, Mississippi
University of Tennessee
Knoxville, Tennessee
University of Tennessee
Memphis, Tennessee
University of Texas-Arlington
Arlington, Texas
University of Texas-Austin
Austin, Texas
University of Texas-El Paso
El Paso, Texas
* University of Texas-Galveston
Galveston, Texas
University of Texas-Houston
Houston, Texas
University of Texas-San Antonio
San Antonio, Texas
University of Texas-Tyler
Tyler, Texas

SOUTHERN STATES

Public

University of Virginia
Charlottesville, Virginia
Valdosta State College
Valdosta, Georgia
Virginia Commonwealth University
Richmond, Virginia
Virginia State University
Petersburg, Virginia
West Texas State University
Canyon, Texas
West Virginia University
Morgantown, West Virginia
Western Kentucky University
Bowling Green, Kentucky
* Winston Salem State University
Winston Salem, North Carolina

Private (Secular)

Brenau College
Gainsville, Georgia
Duke University
Durham, North Carolina
Hampton University
Hampton, Virginia
Johns Hopkins University
Baltimore, Maryland
Shenandoah College & Conservatory
Winchester, Virginia
The University of Tulsa
Tulsa, Oklahoma
Tuskegee University
Tuskegee, Alabama
University of Miami
Miami, Florida
Vanderbilt University
Nashville, Tennessee

Private (Religious)

Barry University
Miami Shores, Florida
Baylor University
Dallas, Texas
Bellarmine College
Louisville, Kentucky
Bethune-Cookman College
Daytona Beach, Florida
College of Notre Dame of Maryland
Baltimore, Maryland
Columbia Union College
Takoma Park, Maryland
Eastern Mennonite College
Harrisonburg, Virginia
* Emory University
Atlanta, Georgia
Gardner-Webb College
Boiling Springs, North Carolina
Harding University
Searcy, Arkansas
Incarnate Word College
San Antonio, Texas
Lenoir-Rhyne College
Hickory, North Carolina
Lynchburg College
Lynchburg, Virginia
Marymount College of Virginia
Arlington, Virginia
Mercer University
Atlanta, Georgia
Mississippi College
Clinton, Mississippi
Mobile College
Mobile, Alabama
Oral Roberts University
Tulsa, Oklahoma
Queens College
Charlotte, North Carolina
* Samford University
Birmingham, Alabama
Spalding University
Louisville, Kentucky
Texas Christian University
Fort Worth, Texas
William Carey College
New Orleans, Louisiana

WESTERN STATES

Public

Arizona State University
Tempe, Arizona
California State College
Bakersfield, California
California State University
Long Beach, California
California State University
Los Angeles, California
California State University
Sacramento, California
Consortium of the California State Univ.
Long Beach, California
* Idaho State University
Pocatello, Idaho
Intercoll. Ctr. for Nursing Ed.
Spokane, Washington
Lewis-Clark State College
Lewiston, Idaho
Montana State University
Bozeman, Montana
Northern Arizona University
Flagstaff, Arizona
Oregon Health Sciences University
Portland, Oregon
* San Diego State University
San Diego, California
San Jose State University
San Jose, California
University of Alaska
Anchorage, Alaska
University of Arizona
Tucson, Arizona
University of California
San Francisco, California
* University of California
Los Angeles, California
University of Colorado
Denver, Colorado
University of Hawaii at Manoa
Honolulu, Hawaii
University of Nevada-Reno
Reno, Nevada
University of New Mexico
Albuquerque, New Mexico
University of Northern Colorado
Greeley, Colorado
University of Southern Colorado
Pueblo, Colorado
University of Utah
Salt Lake City, Utah
University of Washington
Seattle, Washington
University of Wyoming
Laramie, Wyoming
Western Washington University
Bellingham, Washington

WESTERN STATES

Private (Secular)

Samuel Merritt-St. Mary's
Oakland, California
University of Phoenix
Phoenix, Arizona
University of Southern California
Los Angeles, California
Westminster College
Salt Lake City, Utah

Private (Religious)

Azusa Pacific University
Azusa, California
Grand Canyon College
Phoenix, Arizona
Linfield College
Portland, Oregon
Loma Linda University
Loma Linda, California
* Seattle University
Seattle, Washington
University of Portland
Portland, Oregon
University of San Diego
San Diego, California
University of San Francisco
San Francisco, California

Appendix IV

Regional Map

North
Atlantic
States
Midwestern States
Western States
Southern States